

Equal Employment Opportunity Workforce Profile Data

Attachment 2

Permanent Staff (inclusive of all pay grades)

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	3020	100%	2928	100%	2826	100%	2828	100%	2832	100%
FEMALE	1128	37%	1116	38%	1067	38%	1064	38%	1055	37%
MALE	1892	63%	1812	62%	1759	62%	1764	62%	1777	63%
AFRICAN AMERICAN	498	14%	391	13%	387	13%	368	13%	366	13%
FEMALE	278	9%	272	9%	258	9%	256	9%	252	9%
MALE	130	4%	119	4%	109	4%	110	4%	114	4%
ASIAN PACIFIC AMERICAN	217	7%	207	7%	185	7%	196	7%	199	7%
FEMALE	85	2%	53	2%	49	2%	46	2%	45	2%
MALE	162	5%	154	5%	146	5%	150	5%	151	5%
HISPANIC	138	5%	118	4%	90	3%	71	3%	63	2%
FEMALE	53	2%	46	2%	32	1%	27	1%	23	1%
MALE	63	3%	72	2%	58	2%	44	2%	40	1%
NATIVE AMERICAN	11	0.36%	8	0.27%	9	0.32%	7	0.26%	9	0.32%
FEMALE	3	0.10%	2	0.07%	2	0.07%	2	0.07%	4	0.14%
MALE	8	0.26%	6	0.20%	7	0.25%	5	0.18%	5	0.18%
WHITE	2245	74%	2204	75%	2155	77%	2155	77%	2198	78%
FEMALE	739	24%	743	25%	728	26%	731	26%	731	26%
MALE	1509	50%	1461	50%	1439	51%	1455	51%	1467	52%

NRC
WORKFORCE PROFILE

FY 2003 - FY 1999

	PERMANENT STAFF				SES				NON-SES Supervisors and Managers				TEAM LEADER				SLS			
	FY 2003		FY 1999		FY 2003		FY 1999		FY 2003		FY 1999		FY 2003		FY 1999		FY 2003		FY 1999	
TOTAL	3020	100%	2832	100%	146	100%	140	100%	199	100%	182	100%	164	100%	135	100%	71	100%	49	100%
Women	1128	37%	1055	37%	23	16%	18	13%	44	22%	39	21%	40	24%	30	22%	11	15%	10	20%
Men	1892	63%	1777	63%	123	84%	122	87%	155	78%	143	78%	124	76%	105	78%	60	85%	39	80%
African American Total	408	14%	366	13%	8	5%	9	6%	17	9%	18	10%	19	12%	13	10%	1	1%	0	0%
Women	278	9%	252	9%	2	1%	2	1%	8	4%	8	4%	10	6%	8	6%	0	0%	0	0%
Men	130	4%	114	4%	6	4%	7	5%	9	5%	10	5%	9	5%	5	4%	1	1%	0	0%
Asian/Pacific Total	217	7%	196	7%	6	4%	4	3%	13	7%	9	5%	4	2%	7	5%	5	7%	4	8%
Women	55	2%	45	2%	2	1%	1	1%	2	1%	3	2%	2	1%	1	1%	0	0%	0	0%
Men	162	5%	151	5%	4	3%	3	2%	11	5%	4	2%	2	1%	6	4%	5	7%	4	8%
Hispanic Total	136	5%	63	2%	2	1%	2	1%	8	4%	5	3%	3	2%	1	1%	2	3%	1	2%
Women	53	2%	23	1%	0	0%	0	0%	1	.5%	1	.5%	2	1%	0	0%	1	1%	1	2%
Men	83	3%	40	1%	2	1%	2	1%	7	3%	4	2%	1	1%	1	1%	1	1%	0	0%
Native American Total	11	.36%	9	.32%	0	0%	0	0%	1	.5%	1	.5%	0	0%	0	0%	0	0%	0	0%
Women	3	.10%	4	.14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Men	8	.25%	5	.18%	0	0%	0	0%	1	.5%	1	.5%	0	0%	0	0%	0	0%	0	0%
White Total	2248	74%	2198	76%	130	89%	125	89%	160	80%	149	82%	138	84%	114	84%	63	89%	44	90%
Women	739	24%	731	26%	19	13%	15	11%	33	16%	27	15%	26	16%	21	16%	10	14%	9	15%
Men	1509	50%	1467	52%	111	78%	110	79%	127	64%	122	67%	112	68%	93	69%	53	75%	35	71%

Age Group: Permanent Staff (Inclusive of all pay grades)

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL ALL AGES	3020	100%	2928	100%	2826	100%	2828	100%	2832	100%
56+	733	24%	667	23%	623	22%	610	22%	610	22%
50-55	689	23%	703	24%	696	25%	682	24%	635	22%
40-49	983	33%	982	34%	968	34%	978	35%	999	35%
39 & Under	615	20%	576	20%	539	19%	558	20%	588	21%

Senior Executive Service

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	146	100%	149	100%	146	100%	140	100%	140	100%
FEMALE	23	16%	23	15%	21	14%	19	14%	18	13%
MALE	123	84%	126	85%	125	86%	121	86%	122	87%
AFRICAN AMERICAN	0	0%	7	5%	9	6%	9	6%	9	6%
FEMALE	2	1%	2	1%	2	1%	2	1%	2	1%
MALE	0	0%	5	3%	7	5%	7	5%	7	5%
ASIAN PACIFIC AMERICAN	6	4%	7	5%	8	4%	5	4%	4	3%
FEMALE	2	1%	2	1%	2	1%	1	1%	1	1%
MALE	4	3%	5	3%	4	3%	4	3%	3	2%
HISPANIC	2	1%	2	1%	2	1%	2	1%	2	1%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	2	1%	2	1%	2	1%	2	1%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	130	89%	133	89%	129	88%	124	89%	125	89%
FEMALE	19	13%	19	13%	17	12%	16	11%	15	11%
MALE	111	76%	114	77%	112	77%	108	77%	110	79%

Managers/Supervisors (Includes SES & non-SES supervisors/managers)

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	345	100%	343	100%	329	100%	327	100%	322	100%
FEMALE	67	19%	64	19%	61	19%	68	18%	57	18%
MALE	278	81%	279	81%	268	81%	269	82%	265	82%
AFRICAN AMERICAN	25	7.25%	21	6.12%	24	7.29%	27	8.26%	27	8.39%
FEMALE	10	3%	8	2%	10	3%	10	3%	10	3%
MALE	15	4%	13	4%	14	4%	17	5%	17	5%
ASIAN PACIFIC AMERICAN	19	5.51%	18	5.28%	13	3.95%	13	3.98%	13	4.04%
FEMALE	4	1%	3	1%	2	1%	3	1%	4	1%
MALE	15	4%	15	4%	11	3%	10	3%	9	3%
HISPANIC	10	2.90%	7	2.04%	8	1.82%	7	2.14%	7	2.17%
FEMALE	1	0.29%	2	0.58%	2	0.61%	1	0.31%	1	0.31%
MALE	9	3%	5	1%	4	1%	6	2%	6	2%
NATIVE AMERICAN	1	0.29%	1	0.29%	1	0.30%	1	0.31%	1	0.31%
FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MALE	1	0.29%	1	0.29%	1	0.30%	1	0.31%	1	0.31%
WHITE	290	84.08%	298	86.36%	285	86.63%	279	85.32%	274	85.09%
FEMALE	52	15%	51	15%	47	14%	44	13%	42	13%
MALE	238	69%	246	71%	238	72%	236	72%	232	72%

Age Group: Managers/Supervisors (includes SES & non-SES; excludes SLS/team leaders)

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL ALL AGES	345	100%	343	100%	329	100%	327	100%	322	100%
56+	76	22%	76	22%	75	23%	65	20%	62	19%
50-55	133	39%	135	39%	125	38%	125	38%	116	36%
40-49	110	32%	112	33%	111	34%	116	35%	122	38%
39 & Under	26	8%	21	6%	18	6%	21	6%	22	7%

Senior Level System

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	71	100%	63	100%	62	100%	59	100%	49	100%
FEMALE	11	15%	11	17%	12	19%	11	19%	10	20%
MALE	80	85%	52	83%	50	81%	48	81%	39	80%
AFRICAN AMERICAN	1	1%	1	2%	1	2%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	1	1%	1	2%	1	2%	0	0%	0	0%
ASIAN PACIFIC AMERICAN	5	7%	4	6%	3	5%	4	7%	4	8%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	5	7%	4	6%	3	5%	4	7%	4	8%
HISPANIC	2	3%	2	3%	2	3%	1	2%	1	2%
FEMALE	1	1%	1	2%	1	2%	1	2%	1	2%
MALE	1	1%	1	2%	1	2%	0	0%	0	0%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	53	89%	55	89%	55	90%	54	92%	44	90%
FEMALE	10	14%	10	16%	11	18%	10	17%	9	18%
MALE	53	75%	45	73%	45	73%	44	75%	35	71%

Team Leaders

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	164	100%	150	100%	135	100%	135	100%	135	100%
FEMALE	40	24%	40	27%	32	24%	32	24%	30	22%
MALE	124	76%	110	73%	103	76%	103	78%	105	78%
AFRICAN AMERICAN	19	12%	18	12%	16	12%	15	11%	13	10%
FEMALE	10	6%	12	8%	8	6%	9	7%	8	6%
MALE	9	6%	6	4%	8	6%	6	4%	5	4%
ASIAN PACIFIC AMERICAN	4	2%	8	3%	6	4%	7	5%	7	5%
FEMALE	2	1%	2	1%	2	1%	2	1%	1	1%
MALE	2	1%	3	2%	4	3%	5	4%	6	4%
HISPANIC	3	2%	2	1%	2	1%	2	1%	1	1%
FEMALE	2	1%	1	1%	0	0%	0	0%	0	0%
MALE	1	1%	1	1%	2	1%	2	1%	1	1%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	138	84%	128	83%	111	82%	111	82%	114	84%
FEMALE	28	16%	25	17%	22	16%	21	16%	21	16%
MALE	112	68%	100	67%	89	66%	90	67%	93	69%

Non-Supervisory Staff by Grade Categories - FY 2003 (Excludes employees in categories: Executive Pay, SES, RLS, Administrative Judges, Supervisors/Managers & Team Leaders)

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	2435	100%	253	100%	228	100%	172	100%	106	100%	622	100%	654	100%	500	100%
FEMALE	1009	41%	212	84%	174	76%	133	77%	73	69%	174	33%	162	23%	91	18%
MALE	1428	59%	41	16%	54	24%	39	23%	33	31%	348	66%	502	77%	409	82%
AFRICAN AMERICAN	383	15%	68	27%	70	31%	43	25%	27	25%	78	15%	63	8%	24	5%
FEMALE	258	11%	54	21%	61	27%	38	22%	21	20%	45	9%	26	4%	11	2%
MALE	105	4%	14	6%	9	4%	5	3%	6	6%	33	6%	37	4%	13	3%
ASIAN PACIFIC AMERICAN	188	8%	17	7%	8	4%	4	2%	6	6%	32	6%	66	10%	66	11%
FEMALE	49	2%	15	6%	7	3%	2	1%	4	4%	5	1%	10	2%	6	1%
MALE	139	6%	2	0.79%	1	0%	2	1%	1	1%	27	5%	56	9%	60	10%
HISPANIC	121	5%	17	7%	33	14%	14	8%	19	9%	28	5%	14	2%	7	1%
FEMALE	49	2%	11	4%	19	8%	5	2.91%	5	5%	6	1%	2	0%	2	0.40%
MALE	72	3%	6	2.37%	14	6%	9	5%	14	13%	22	4%	12	2%	5	1%
NATIVE AMERICAN	10	0%	0	0%	1	0%	1	1%	0	0%	3	1%	2	0%	3	1%
FEMALE	3	0%	0	0%	0	0%	1	1%	0	0%	1	0%	1	0%	0	0%
MALE	7	0%	0	0.00%	1	0%	0	0%	0	0%	2	0.38%	1	0%	3	1%
WHITE	1753	72%	181	60%	118	51%	110	64%	84	60%	385	22%	619	79%	410	82%
FEMALE	860	27%	132	52%	87	38%	67	51%	43	41%	118	23%	111	17%	72	14%
MALE	1103	45%	19	8%	29	13%	23	13%	21	20%	267	51%	408	62%	338	68%

Advancements to SES & SLS

	FY 03		FY 02		FY 01		FY 00		FY 99													
	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%										
TOTAL	8	100%	8	100%	8	100%	7	100%	11	100%	8	100%	16	100%	2	100%	5	100%				
FEMALE	1	17%	2	25%	2	49%	1	14%	3	27%	2	40%	2	22%	3	20%	0	0%	1	20%		
MALE	5	83%	6	75%	3	60%	6	86%	8	73%	3	60%	7	76%	12	60%	2	100%	4	80%		
AFRICAN AMERICAN	2	33%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%
FEMALE	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	1	17%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%
ASIAN PACIFIC AMERICAN	0	0%	1	13%	0	0%	1	14%	2	18%	0	0%	1	11%	1	7%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	1	13%	0	0%	1	14%	1	9%	0	0%	1	11%	1	7%	0	0%	0	0%	0	0%
HISPANIC	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	4	67%	7	86%	5	100%	6	86%	8	73%	5	100%	8	69%	14	83%	1	50%	5	100%		
FEMALE	0	0%	2	25%	2	40%	1	14%	2	18%	2	40%	2	22%	3	20%	0	0%	1	20%		
MALE	4	67%	5	63%	3	60%	5	71%	6	66%	3	60%	6	67%	11	73%	1	50%	4	80%		

Non-SES Competitive Selections - FY 2003

	TOTAL	GG 4/7	GG 8/9	GG 10/11	GG 12	GG 13	GG 14	GG 15
	%	%	%	%	%	%	%	%
TOTAL	281 100%	17 100%	31 100%	11 100%	7 100%	11 100%	102 100%	102 100%
FEMALE	114 41%	15 94%	29 94%	10 91%	6 86%	2 18%	28 27%	23 23%
MALE	167 59%	1 6%	2 6%	1 9%	1 14%	9 82%	74 73%	79 77%
AFRICAN AMERICAN	42 15%	5 29%	9 29%	5 46%	3 43%	3 27%	14 14%	3 3%
FEMALE	20 10%	4 24%	5 29%	4 36%	3 43%	2 18%	7 7%	0 0%
MALE	12 5%	1 6%	0 0%	1 9%	0 0%	1 9%	7 7%	3 3%
ASIAN PACIFIC AMERICAN	21 7%	1 6%	2 6%	1 9%	1 14%	1 9%	8 8%	7 7%
FEMALE	6 3%	1 6%	2 6%	1 9%	1 14%	0 0%	2 2%	1 1%
MALE	13 5%	0 0%	0 0%	0 0%	0 0%	1 9%	6 6%	6 6%
HISPANIC	12 4%	3 18%	4 13%	0 0%	0 0%	0 0%	2 2%	3 3%
FEMALE	8 3%	3 18%	3 10%	0 0%	0 0%	0 0%	0 0%	0 0%
MALE	4 2%	0 0%	1 3%	0 0%	0 0%	0 0%	2 2%	3 3%
NATIVE AMERICAN	2 1%	0 0%	1 3%	0 0%	0 0%	0 0%	1 1%	0 0%
FEMALE	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%
MALE	1 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	0 0%
WHITE	204 73%	9 47%	18 48%	6 48%	3 43%	7 64%	77 76%	89 87%
FEMALE	70 25%	8 47%	15 48%	5 45%	2 29%	0 0%	18 18%	22 22%
MALE	134 48%	0 0%	0 0%	0 0%	1 14%	7 64%	59 58%	67 65%

Non-SES Competitive Selections - FY 2002

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	287	100%	15	100%	22	100%	7	100%	10	100%	19	100%	109	100%	162	100%
FEMALE	116	40%	16	89%	21	95%	7	100%	7	70%	12	63%	24	22%	28	27%
MALE	172	60%	2	11%	1	5%	0	0%	3	30%	7	37%	85	78%	74	73%
AFRICAN AMERICAN	42	15%	7	39%	8	27%	2	29%	5	50%	4	21%	11	10%	7	7%
FEMALE	33	11%	6	33%	6	27%	2	29%	5	50%	4	21%	8	7%	2	2%
MALE	9	3%	1	6%	0	0%	0	0%	0	0%	0	0%	3	3%	5	5%
ASIAN PACIFIC AMERICAN	28	9%	2	11%	0	0%	1	14%	0	0%	0	0%	9	8%	14	14%
FEMALE	8	3%	2	11%	0	0%	1	14%	0	0%	0	0%	3	3%	2	2%
MALE	18	6%	0	0%	0	0%	0	0%	0	0%	0	0%	6	6%	12	12%
HISPANIC	8	3%	1	6%	1	5%	0	0%	1	10%	1	6%	3	3%	1	1%
FEMALE	3	1%	1	6%	1	5%	0	0%	0	0%	0	0%	1	1%	0	0%
MALE	5	2%	0	0%	0	0%	0	0%	1	10%	1	6%	2	2%	1	1%
NATIVE AMERICAN	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
WHITE	210	73%	8	44%	15	68%	4	57%	4	40%	14	74%	88	79%	79	77%
FEMALE	71	25%	7	39%	14	64%	4	57%	2	20%	8	42%	12	11%	24	24%
MALE	139	48%	1	6%	1	5%	0	0%	2	20%	6	32%	74	68%	65	64%

Non-SES Competitive Selections - FY 2001

	TOTAL	GG 4/7	GG 8/9	GG 10/11	GG 12	GG 13	GG 14	GG 15
	%	%	%	%	%	%	%	%
TOTAL	179 100%	5 100%	18 100%	5 100%	10 100%	3 100%	22 100%	19 100%
FEMALE	88 49%	5 100%	15 100%	5 100%	7 70%	1 33%	5 23%	3 16%
MALE	91 51%	0 0%	0 0%	0 0%	3 30%	2 67%	17 77%	16 84%
AFRICAN AMERICAN	32 18%	2 40%	4 22%	2 40%	4 40%	1 33%	3 14%	1 5%
FEMALE	24 13%	2 40%	4 22%	2 40%	4 40%	0 0%	1 5%	0 0%
MALE	8 4%	0 0%	0 0%	0 0%	2 20%	1 33%	2 9%	1 5%
ASIAN PACIFIC AMERICAN	11 6%	1 20%	1 5%	0 0%	0 0%	0 0%	4 18%	0 0%
FEMALE	4 2%	1 20%	1 5%	0 0%	0 0%	0 0%	1 5%	0 0%
MALE	7 4%	0 0%	0 0%	0 0%	0 0%	0 0%	3 14%	0 0%
HISPANIC	7 4%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	2 11%
FEMALE	5 3%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%
MALE	2 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 11%
NATIVE AMERICAN	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
FEMALE	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
MALE	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
WHITE	128 72%	2 40%	12 67%	3 60%	4 40%	2 67%	15 68%	15 84%
FEMALE	55 31%	2 40%	12 67%	3 60%	3 30%	1 33%	3 14%	3 16%
MALE	74 41%	0 0%	0 0%	0 0%	1 10%	1 33%	12 55%	13 68%

Non-SES Competitive Selections - FY 2000

	TOTAL	GG 4/7	GG 8/9	GG 10/11	GG 12	GG 13	GG 14	GG 15
	%	%	%	%	%	%	%	%
TOTAL	165	13	28	9	1	11	45	58
FEMALE	91	11	25	9	1	8	18	19
MALE	74	2	3	0	0	3	27	39
	58%	85%	89%	100%	100%	73%	40%	33%
	45%	15%	11%	0%	0%	27%	60%	67%
AFRICAN AMERICAN	20	5	8	2	0	1	3	1
FEMALE	16	4	6	2	0	1	2	1
MALE	4	1	2	0	0	0	1	0
	12%	38%	28%	22%	0%	9%	7%	2%
	10%	31%	21%	22%	0%	9%	4%	2%
	2%	8%	7%	0%	0%	0%	2%	0%
ASIAN PACIFIC AMERICAN	10	0	1	1	0	0	3	6
FEMALE	6	0	1	1	0	0	1	3
MALE	4	0	0	0	0	0	2	3
	6%	0%	4%	11%	0%	0%	7%	9%
	4%	0%	4%	11%	0%	0%	2%	5%
	2%	0%	0%	0%	0%	0%	4%	3%
HISPANIC	1	0	0	0	0	0	0	1
FEMALE	1	0	0	0	0	0	0	1
MALE	0	0	0	0	0	0	0	0
	1%	0%	0%	0%	0%	0%	0%	2%
	1%	0%	0%	0%	0%	0%	0%	2%
	0%	0%	0%	0%	0%	0%	0%	0%
NATIVE AMERICAN	1	0	0	1	0	0	0	0
FEMALE	1	0	0	1	0	0	0	0
MALE	0	0	0	0	0	0	0	0
	1%	0%	0%	11%	0%	0%	0%	0%
	1%	0%	0%	11%	0%	0%	0%	0%
	0%	0%	0%	0%	0%	0%	0%	0%
WHITE	133	8	19	8	1	10	39	51
FEMALE	87	7	15	8	1	7	15	14
MALE	66	1	4	0	0	3	24	37
	81%	62%	68%	95%	100%	91%	87%	86%
	41%	54%	64%	90%	100%	64%	33%	24%
	40%	5%	4%	0%	0%	27%	53%	64%

Non-SES Competitive Selections - FY 1999

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	153	100%	10	100%	23	100%	10	100%	7	100%	17	100%	50	100%	38	100%
FEMALE	79	52%	9	90%	20	87%	10	100%	7	100%	9	53%	14	28%	10	28%
MALE	74	48%	1	10%	3	13%	0	0%	0	0%	8	47%	36	72%	28	72%
AFRICAN AMERICAN	25	16%	3	30%	8	35%	2	20%	2	29%	4	24%	5	10%	1	3%
FEMALE	16	10%	3	30%	6	26%	2	20%	2	29%	3	18%	0	0%	0	0%
MALE	9	6%	0	0%	2	9%	0	0%	0	0%	1	6%	5	10%	1	3%
ASIAN PACIFIC AMERICAN	6	4%	1	10%	0	0%	0	0%	0	0%	0	0%	3	6%	2	6%
FEMALE	3	2%	1	10%	0	0%	0	0%	0	0%	0	0%	1	2%	1	3%
MALE	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	1	3%
HISPANIC	4	3%	1	10%	0	0%	1	10%	0	0%	0	0%	2	4%	0	0%
FEMALE	2	1%	1	10%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%
NATIVE AMERICAN	2	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
WHITE	116	76%	4	40%	16	69%	7	70%	5	71%	13	76%	40	80%	32	84%
FEMALE	56	36%	4	40%	14	61%	7	70%	5	71%	6	35%	13	26%	9	25%
MALE	60	39%	0	0%	1	4%	0	0%	0	0%	7	41%	27	54%	23	61%

Departures

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	150	100%	144	100%	167	100%	165	100%	233	100%
FEMALE	65	37%	59	41%	71	43%	71	43%	85	36%
MALE	95	63%	85	59%	96	57%	94	57%	148	64%
AFRICAN AMERICAN	12	8%	23	16%	23	14%	18	11%	22	9%
FEMALE	6	3%	17	12%	17	10%	8	5%	13	6%
MALE	7	5%	6	4%	6	4%	9	5%	9	4%
ASIAN PACIFIC AMERICAN	9	6%	10	7%	9	5%	11	7%	9	4%
FEMALE	2	1%	3	2%	2	1%	4	2%	2	1%
MALE	7	5%	7	5%	7	4%	7	4%	7	3%
HISPANIC	3	2%	3	2%	6	4%	4	2%	6	2%
FEMALE	0	0%	0	0%	3	2%	2	1%	2	1%
MALE	3	2%	3	2%	3	2%	2	1%	3	1%
NATIVE AMERICAN	0	0%	1	1%	0	0%	2	1%	0	0%
FEMALE	0	0%	1	1%	0	0%	2	1%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	126	84%	107	74%	129	77%	130	79%	197	85%
FEMALE	48	32%	38	26%	49	29%	54	33%	68	29%
MALE	78	52%	69	48%	80	48%	76	46%	129	55%

Hires

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	251	100%	243	100%	158	100%	161	100%	102	100%
FEMALE	71	28%	107	44%	69	44%	80	50%	47	46%
MALE	180	72%	136	56%	89	56%	81	50%	55	54%
AFRICAN AMERICAN	30	12%	47	19%	19	12%	19	12%	11	11%
FEMALE	13	5%	30	12%	14	9%	14	9%	7	7%
MALE	17	7%	17	7%	5	3%	5	3%	4	4%
ASIAN PACIFIC AMERICAN	20	8%	19	8%	8	6%	11	7%	5	5%
FEMALE	3	1%	7	3%	5	3%	5	3%	1	1%
MALE	17	7%	12	5%	3	2%	6	4%	4	4%
HISPANIC	21	8%	30	12%	26	16%	11	7%	5	5%
FEMALE	8	3%	14	6%	8	5%	8	4%	2	2%
MALE	13	5%	16	7%	18	11%	5	3%	3	3%
NATIVE AMERICAN	2	1%	1	0%	1	1%	0	0%	1	1%
FEMALE	0	0%	1	0%	0	0%	0	0%	1	1%
MALE	2	1%	0	0%	1	1%	0	0%	0	0%
WHITE	178	71%	146	60%	104	66%	120	75%	80	78%
FEMALE	47	19%	56	23%	42	27%	55	34%	36	35%
MALE	131	52%	91	37%	62	39%	65	40%	44	43%

Rotation Assignments

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	224	100%	208	100%	199	100%	193	100%	141	100%
FEMALE	97	43%	80	38%	72	36%	77	40%	66	47%
MALE	127	57%	128	62%	127	64%	116	60%	75	53%
AFRICAN AMERICAN	37	17%	21	10%	29	15%	32	17%	16	11%
FEMALE	26	11%	15	7%	20	10%	24	12%	12	9%
MALE	12	5%	6	3%	9	5%	8	4%	3	2%
ASIAN PACIFIC	23	10%	23	11%	19	10%	11	6%	12	9%
FEMALE	8	4%	9	4%	5	3%	3	2%	3	2%
MALE	15	7%	14	7%	14	7%	8	4%	9	6%
HISPANIC	31	14%	8	4%	7	4%	5	3%	2	1%
FEMALE	11	5%	2	1%	2	1%	2	1%	0	0%
MALE	20	9%	6	3%	5	3%	3	2%	2	1%
NATIVE AMERICAN	0	0%	3	1%	1	1%	2	1%	2	1%
FEMALE	0	0%	0	0%	1	1%	2	1%	1	1%
MALE	0	0%	3	1%	0	0%	0	0%	1	1%
WHITE	133	59%	153	74%	143	72%	143	74%	110	78%
FEMALE	53	24%	54	26%	44	22%	46	24%	50	36%
MALE	80	36%	99	48%	99	50%	97	50%	60	43%

Age Group: Rotation Assignments

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL ALL AGES	224	100%	208	100%	199	100%	193	100%	141	100%
56+	12	5%	23	11%	23	12%	23	12%	13	9%
50-55	28	13%	31	15%	41	21%	43	22%	41	29%
40-49	73	33%	73	35%	75	38%	81	42%	60	35%
39 & Under	111	50%	81	39%	60	30%	46	24%	37	26%

Performance Appraisal Ratings - FY 2002

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2491	100%	1097	44%	1174	47%	217	9%	3	0.1%
FEMALE	966	100%	472	49%	425	44%	69	7%	0	0.0%
MALE	1525	100%	625	41%	749	49%	148	10%	3	0%
<hr/>										
AFRICAN AMERICAN	351	100%	138	39%	163	46%	50	14%	0	0.0%
FEMALE	244	100%	107	44%	110	45%	27	11%	0	0.0%
MALE	107	100%	31	29%	53	50%	23	21%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	182	100%	62	34%	98	54%	22	12%	0	0%
FEMALE	46	100%	18	39%	25	54%	3	7%	0	0%
MALE	138	100%	44	32%	73	54%	19	14%	0	0%
<hr/>										
HISPANIC	92	100%	24	26%	58	60%	13	14%	0	0%
FEMALE	31	100%	10	32%	17	55%	4	13%	0	0%
MALE	61	100%	14	23%	38	62%	9	15%	0	0%
<hr/>										
NATIVE AMERICAN	7	100%	1	14%	6	86%	0	0%	0	0%
FEMALE	2	100%	0	0%	2	100%	0	0%	0	0%
MALE	5	100%	1	20%	4	80%	0	0%	0	0%
<hr/>										
WHITE	1959	100%	872	47%	852	46%	132	7%	3	0.2%
FEMALE	643	100%	337	52%	271	42%	35	5%	0	0.0%
MALE	1216	100%	535	44%	581	48%	97	8%	3	0.2%

Performance Appraisal Ratings - FY 2001

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2425	100%	1036	43%	1170	48%	213	9%	6	0.2%
FEMALE	951	100%	452	48%	430	45%	68	7%	1	0.1%
MALE	1474	100%	584	40%	740	50%	145	10%	5	1%
<hr/>										
AFRICAN AMERICAN	325	100%	118	36%	172	53%	34	10%	1	0.3%
FEMALE	233	100%	90	38%	120	52%	22	9%	1	0.4%
MALE	92	100%	28	30%	52	57%	12	13%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	175	100%	53	30%	98	56%	23	13%	1	1%
FEMALE	42	100%	18	43%	18	43%	8	14%	0	0%
MALE	133	100%	35	26%	80	60%	17	13%	1	1%
<hr/>										
HISPANIC	70	100%	21	30%	35	50%	14	20%	0	0%
FEMALE	25	100%	10	40%	10	40%	5	20%	0	0%
MALE	45	100%	11	24%	25	56%	9	20%	0	0%
<hr/>										
NATIVE AMERICAN	8	100%	1	13%	5	63%	2	25%	0	0%
FEMALE	2	100%	0	0%	1	50%	1	50%	0	0%
MALE	6	100%	1	17%	4	67%	1	17%	0	0%
<hr/>										
WHITE	1847	100%	843	46%	860	47%	140	8%	4	0.2%
FEMALE	649	100%	334	51%	281	43%	34	5%	0	0.0%
MALE	1198	100%	509	42%	579	48%	106	9%	4	0.3%

Performance Appraisal Ratings - FY 2000

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2455	100%	975	40%	1257	51%	217	9%	6	0.2%
FEMALE	952	100%	420	44%	453	48%	78	8%	1	0.1%
MALE	1503	100%	555	37%	804	53%	139	9%	5	1%
<hr/>										
AFRICAN AMERICAN	334	100%	123	37%	175	52%	36	11%	0	0.0%
FEMALE	242	100%	99	41%	120	50%	23	10%	0	0.0%
MALE	92	100%	24	26%	55	60%	13	14%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	179	100%	58	31%	106	59%	17	9%	0	0%
FEMALE	41	100%	15	37%	21	51%	5	12%	0	0%
MALE	138	100%	41	30%	85	62%	12	9%	0	0%
<hr/>										
HISPANIC	65	100%	14	22%	30	46%	11	20%	0	0%
FEMALE	19	100%	5	32%	10	53%	3	16%	0	0%
MALE	36	100%	8	22%	20	56%	8	22%	0	0%
<hr/>										
NATIVE AMERICAN	7	100%	4	57%	2	29%	1	14%	0	0%
FEMALE	1	100%	0	0%	1	100%	0	0%	0	0%
MALE	6	100%	4	67%	1	17%	1	17%	0	0%
<hr/>										
WHITE	1880	100%	778	41%	944	50%	152	8%	6	0.3%
FEMALE	649	100%	300	46%	301	46%	47	7%	1	0.2%
MALE	1231	100%	478	39%	643	52%	105	9%	5	0.4%

Performance Appraisal Ratings - FY 1999

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2433	100%	918	38%	1295	53%	211	9%	9	0.4%
FEMALE	938	100%	388	41%	470	50%	76	8%	4	0.4%
MALE	1495	100%	530	35%	825	55%	135	9%	5	1%
<hr/>										
AFRICAN AMERICAN	330	100%	91	28%	199	60%	38	12%	2	0.6%
FEMALE	230	100%	71	31%	135	59%	22	10%	2	0.9%
MALE	100	100%	20	20%	64	64%	16	16%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	177	100%	49	28%	107	60%	20	11%	1	1%
FEMALE	39	100%	14	36%	22	56%	3	8%	0	0%
MALE	138	100%	35	25%	85	62%	17	12%	1	1%
<hr/>										
HISPANIC	51	100%	9	18%	32	63%	10	20%	0	0%
FEMALE	17	100%	5	29%	8	47%	4	24%	0	0%
MALE	34	100%	4	12%	24	71%	6	18%	0	0%
<hr/>										
NATIVE AMERICAN	8	100%	2	25%	4	50%	2	25%	0	0%
FEMALE	3	100%	1	33%	2	67%	0	0%	0	0%
MALE	5	100%	1	20%	2	40%	2	40%	0	0%
<hr/>										
WHITE	1867	100%	767	41%	953	51%	141	8%	6	0.3%
FEMALE	649	100%	297	46%	303	47%	47	7%	2	0.3%
MALE	1218	100%	470	39%	650	53%	94	8%	4	0.3%

Age Group: Performance Appraisal Ratings

FY 2002

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2491	100%	1097	44%	1174	47%	217	9%	3	0.1%
56+	567	100%	197	35%	301	53%	68	12%	1	0.2%
50-55	590	100%	262	48%	261	44%	46	8%	1	0%
40-49	885	97%	412	48%	391	46%	51	3%	1	0.1%
39 and less	479	100%	206	43%	221	48%	52	11%	0	0.0%

FY 2001

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2425	100%	1036	43%	1170	48%	213	9%	6	0.2%
56+	535	100%	191	36%	271	51%	69	13%	4	0.7%
50-55	585	100%	248	42%	283	48%	53	9%	1	0%
40-49	848	98%	395	45%	403	48%	59	3%	1	0.1%
39 and less	457	100%	212	46%	213	47%	32	7%	0	0.0%

FY 2000

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2405	100%	954	40%	1230	51%	215	9%	6	0.2%
56+	523	100%	153	29%	305	58%	64	12%	1	0.2%
50-55	557	100%	221	40%	282	51%	52	9%	2	0%
40-49	941	95%	368	44%	402	48%	68	3%	3	0.4%
39 and less	484	100%	212	44%	241	50%	31	6%	0	0.0%

FY 1999

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2433	100%	918	38%	1295	53%	211	9%	9	0.4%
56+	585	100%	161	28%	352	60%	68	12%	4	0.7%
50-55	558	100%	226	41%	289	52%	42	8%	1	0%
40-49	845	100%	336	40%	431	51%	76	9%	3	0.4%
39 and less	445	100%	196	44%	223	50%	25	6%	1	0.2%

All Awards: NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash
(Excludes employees in SES and Senior Level pay plans)

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL	2561	100%	2372	100%	2113	100%	2108	100%	2000	100%
FEMALE	1036	40%	959	40%	879	42%	861	41%	871	44%
MALE	1525	60%	1413	60%	1234	58%	1247	59%	1129	56%
AFRICAN AMERICAN	329	13%	308	13%	273	13%	278	13%	300	15%
FEMALE	230	9%	219	9%	213	10%	210	10%	214	11%
MALE	99	4%	88	4%	60	3%	68	3%	86	4%
ASIAN PACIFIC AMERICAN	160	6%	132	6%	115	5%	111	5%	103	5%
FEMALE	40	2%	40	2%	36	2%	40	2%	34	2%
MALE	120	5%	92	4%	79	4%	71	3%	69	3%
HISPANIC	79	3%	60	3%	44	2%	52	2%	38	2%
FEMALE	32	1%	27	1%	16	1%	19	1%	12	1%
MALE	47	2%	33	1%	28	1%	33	2%	26	1%
NATIVE AMERICAN	5	0.2%	4	0.2%	6	0.3%	7	0.3%	8	0.4%
FEMALE	1	0.0%	0	0.0%	0	0.0%	4	0.2%	4	0.2%
MALE	4	0.2%	4	0.2%	6	0.3%	3	0.1%	4	0.2%
WHITE	1988	78%	1868	79%	1675	79%	1660	79%	1551	78%
FEMALE	733	29%	673	28%	614	29%	588	28%	607	30%
MALE	1255	49%	1195	50%	1061	50%	1072	51%	944	47%

Age Group: Awards--NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash
 (Excludes employees in SES and Senior Level pay plans.)

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL ALL AGES	2561	100%	2372	100%	2113	100%	2108	100%	2000	100%
56+	619	20%	441	19%	379	18%	373	18%	395	20%
50-55	615	24%	546	23%	499	24%	483	23%	486	24%
40-49	958	37%	923	39%	801	38%	818	39%	724	36%
39 & Under	469	18%	462	19%	434	21%	434	21%	395	20%

NRC Distinguished and Meritorious Service Awards

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	41	100%	43	100%	38	100%	42	100%	40	100%
FEMALE	17	41%	20	47%	14	37%	15	36%	20	50%
MALE	24	59%	23	53%	24	63%	27	64%	20	50%
AFRICAN AMERICAN	6	16%	6	14%	8	18%	2	5%	5	13%
FEMALE	4	10%	5	12%	3	8%	1	2%	4	10%
MALE	2	5%	1	2%	3	8%	1	2%	1	3%
ASIAN PACIFIC AMERICAN	2	5%	2	5%	2	5%	2	5%	2	5%
FEMALE	0	0%	0	0.0%	1	2.6%	1	2.4%	1	2.5%
MALE	2	5%	2	4.7%	1	2.6%	1	2.4%	1	2.5%
HISPANIC	1	2%	2	5%	0	0%	1	2%	2	5%
FEMALE	1	2%	1	2%	0	0%	0	0%	0	0%
MALE	0	0%	1	2%	0	0%	1	2%	2	5%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	32	78%	33	77%	30	79%	37	88%	31	78%
FEMALE	12	29%	14	33%	10	26%	13	31%	15	38%
MALE	20	49%	19	44%	20	53%	24	57%	16	40%

High Quality Increase (Includes employees in pay plans AD, GG, WG, WL, WS, XL, XP, & XS)

	FY 03		FY 02		FY 01		FY 0		FY 99	
	%		%		%		%		%	
TOTAL	43	100%	34	100%	52	100%	162	100%	201	100%
FEMALE	28	65%	17	50%	21	40%	88	54%	97	48%
MALE	15	35%	17	50%	31	60%	74	46%	104	52%
AFRICAN AMERICAN	10	23%	4	12%	7	13%	22	14%	28	13%
FEMALE	8	19%	2	6%	6	12%	17	10%	19	9%
MALE	2	5%	2	6%	1	2%	5	3%	7	3%
ASIAN PACIFIC AMERICAN	2	5%	1	3%	2	4%	12	7%	6	3%
FEMALE	1	2.3%	0	0.0%	1	1.9%	6	4.9%	1	0.5%
MALE	1	2.3%	1	2.9%	1	1.9%	4	2.5%	5	2.5%
HISPANIC	2	5%	0	0%	3	6%	2	1%	5	2%
FEMALE	1	2%	0	0%	0	0%	1	1%	2	1%
MALE	1	2%	0	0%	3	6%	1	1%	3	1%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	29	67%	29	85%	40	77%	128	78%	164	82%
FEMALE	18	42%	15	44%	14	27%	82	38%	75	37%
MALE	11	26%	14	41%	26	50%	64	40%	89	44%

Performance Award (Includes employees in pay plans AD, GG, WG, WL, WS, XL, XP, & XS)

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	1977	100%	1875	100%	1630	100%	1488	100%	1302	100%
FEMALE	764	39%	747	40%	663	41%	571	38%	525	40%
MALE	1213	61%	1128	60%	967	59%	917	62%	777	60%
AFRICAN AMERICAN	244	12%	238	13%	186	11%	173	12%	187	14%
FEMALE	168	8%	167	9%	144	9%	125	8%	133	10%
MALE	76	4%	71	4%	42	3%	48	3%	54	4%
ASIAN PACIFIC AMERICAN	133	7%	101	5%	98	6%	73	5%	73	6%
FEMALE	30	2%	32	2%	31	2%	24	2%	22	2%
MALE	103	5%	69	4%	66	4%	49	3%	51	4%
HISPANIC	66	3%	38	2%	32	2%	31	2%	21	2%
FEMALE	19	1%	17	1%	15	1%	12	1%	6	0%
MALE	37	2%	21	1%	17	1%	19	1%	15	1%
NATIVE AMERICAN	5	0.3%	4	0.2%	5	0.3%	5	0.3%	5	0.5%
FEMALE	1	0.1%	0	0.0%	0	0.0%	2	0.1%	3	0.2%
MALE	4	0.2%	4	0.2%	5	0.3%	3	0.2%	3	0.2%
WHITE	1539	78%	1494	80%	1308	80%	1206	81%	1015	78%
FEMALE	546	28%	531	28%	473	29%	408	27%	361	28%
MALE	993	50%	963	51%	835	51%	798	54%	654	50%

Instant Cash Award (Includes employees in pay plans AD, GG, WG, WL, WS, XL, XP, & XS)

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL	500	100%	420	100%	393	100%	421	100%	464	100%
FEMALE	227	45%	175	42%	181	46%	187	44%	232	50%
MALE	273	55%	245	58%	212	54%	234	56%	232	50%
AFRICAN AMERICAN	69	14%	60	14%	74	19%	82	19%	82	18%
FEMALE	50	10%	45	11%	60	15%	68	16%	58	13%
MALE	19	4%	15	4%	14	4%	14	3%	24	5%
ASIAN PACIFIC AMERICAN	23	5%	28	7%	12	3%	23	5%	23	5%
FEMALE	9	2%	8	2%	3	1%	6	1%	11	2%
MALE	14	3%	20	5%	9	2%	17	4%	12	3%
HISPANIC	20	4%	20	5%	9	2%	18	4%	11	2%
FEMALE	11	2%	9	2%	1	0%	6	1%	4	1%
MALE	9	2%	11	3%	8	2%	12	3%	7	2%
NATIVE AMERICAN	0	0.0%	0	0.0%	1	0.3%	2	0.5%	2	0.4%
FEMALE	0	0.0%	0	0.0%	0	0.0%	2	0.5%	1	0.2%
MALE	0	0.0%	0	0.0%	1	0.3%	0	0.0%	1	0.2%
WHITE	388	78%	312	74%	297	76%	298	70%	346	75%
FEMALE	157	31%	113	27%	117	30%	105	25%	158	34%
MALE	231	46%	199	47%	180	46%	191	45%	188	41%

PATCOB Categories - FY 2003
as of 9/30/03

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	3020	100%	1890	100%	181	100%	672	100%	273	100%	0	0%	4	100%
FEMALE	1128	37%	371	20%	162	90%	337	50%	257	94%	0	0%	1	25%
MALE	1892	63%	1519	80%	19	10%	335	50%	16	6%	0	0%	3	75%
AFRICAN AMERICAN	408	14%	135	7%	63	35%	137	20%	68	25%	0	0%	1	25%
FEMALE	276	9%	63	3%	57	31%	95	14%	63	23%	0	0%	0	0%
MALE	130	4%	75	4%	6	3%	42	6%	6	2%	0	0%	1	25%
ASIAN PACIFIC AMERICAN	217	7%	180	10%	7	4%	18	3%	12	4%	0	0%	0	0%
FEMALE	66	2%	25	1%	7	4%	11	2%	12	4%	0	0%	0	0%
MALE	162	5%	155	8%	0	0%	7	1%	0	0%	0	0%	0	0%
HISPANIC	136	5%	104	6%	6	3%	15	2%	11	4%	0	0%	0	0%
FEMALE	53	2%	31	2%	5	3%	6	1%	11	4%	0	0%	0	0%
MALE	83	3%	73	4%	1	1%	9	1%	0	0%	0	0%	0	0%
NATIVE AMERICAN	11	0%	5	0%	0	0%	4	1%	1	0%	0	0%	0	0%
FEMALE	3	0%	2	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	8	0%	4	0%	0	0%	3	0%	1	0%	0	0%	0	0%
WHITE	2248	74%	1452	77%	105	58%	498	74%	180	66%	0	0%	3	75%
FEMALE	739	24%	250	13%	93	51%	224	33%	171	63%	0	0%	1	25%
MALE	1509	50%	1212	64%	12	7%	274	41%	9	3%	0	0%	2	50%

PATCOB Categories - FY 2002
as of 9/30/02

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2928	100%	1820	100%	193	100%	625	100%	276	100%	10	100%	4	100%
FEMALE	1116	38%	354	19%	171	89%	329	53%	257	93%	4	40%	1	25%
MALE	1812	62%	1466	81%	22	11%	296	47%	19	7%	6	60%	3	75%
AFRICAN AMERICAN	391	13%	128	7%	67	35%	123	20%	71	26%	1	10%	1	25%
FEMALE	272	9%	63	3%	60	31%	88	14%	62	22%	1	10%	0	0%
MALE	119	4%	65	4%	7	4%	37	6%	9	3%	0	0%	1	25%
ASIAN PACIFIC AMERICAN	207	7%	169	9%	10	5%	14	2%	11	4%	3	30%	0	0%
FEMALE	63	2%	21	1%	0	0%	11	2%	11	4%	1	10%	0	0%
MALE	154	5%	148	8%	1	1%	3	0%	0	0%	2	20%	0	0%
HISPANIC	118	4%	89	5%	7	4%	12	2%	8	3%	2	20%	0	0%
FEMALE	46	2%	28	1%	6	3%	6	1%	8	3%	1	10%	0	0%
MALE	72	2%	64	4%	1	1%	6	1%	0	0%	1	10%	0	0%
NATIVE AMERICAN	8	0%	4	0%	0	0%	3	0%	1	0%	0	0%	0	0%
FEMALE	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	6	0%	3	0%	0	0%	2	0%	1	0%	0	0%	0	0%
WHITE	2204	75%	1430	79%	109	56%	473	76%	185	67%	4	40%	3	75%
FEMALE	743	25%	244	13%	86	50%	225	36%	178	64%	1	10%	1	25%
MALE	1461	50%	1186	65%	13	7%	248	40%	9	3%	3	30%	2	50%

PATCOB Categories - FY 2001
as of 9/30/01

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2826	100%	1750	100%	197	100%	603	100%	264	100%	5	100%	7	100%
FEMALE	1067	38%	320	18%	177	90%	317	53%	250	95%	2	40%	1	14%
MALE	1759	62%	1430	82%	20	10%	286	47%	14	5%	3	60%	6	86%
AFRICAN AMERICAN	387	13%	109	6%	67	34%	123	20%	85	28%	1	20%	2	28%
FEMALE	268	9%	53	3%	60	30%	85	14%	69	22%	1	20%	0	0%
MALE	109	4%	56	3%	7	4%	38	6%	6	2%	0	0%	2	28%
ASIAN PACIFIC AMERICAN	195	7%	163	9%	11	6%	13	2%	7	3%	1	20%	0	0%
FEMALE	49	2%	21	1%	10	5%	11	2%	7	3%	0	0%	0	0%
MALE	146	5%	142	8%	1	1%	2	0%	0	0%	1	20%	0	0%
HISPANIC	90	3%	64	4%	6	3%	9	1%	9	3%	2	40%	0	0%
FEMALE	32	1%	13	1%	5	3%	4	1%	9	3%	1	20%	0	0%
MALE	58	2%	51	3%	1	1%	5	1%	0	0%	1	20%	0	0%
NATIVE AMERICAN	9	0%	5	0%	0	0%	3	0%	1	0%	0	0%	0	0%
FEMALE	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	7	0%	4	0%	0	0%	2	0%	1	0%	0	0%	0	0%
WHITE	2165	77%	1409	81%	113	57%	455	75%	182	69%	1	20%	5	71%
FEMALE	726	26%	232	13%	102	52%	216	36%	175	66%	0	0%	1	14%
MALE	1439	51%	1177	67%	11	6%	239	40%	7	3%	1	20%	4	57%

PATCOB Categories - FY 2000
as of 9/30/00

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2828	100%	1748	100%	191	100%	592	100%	287	100%	3	100%	7	100%
FEMALE	1064	38%	306	18%	172	90%	312	53%	272	95%	1	33%	1	14%
MALE	1764	62%	1442	82%	19	10%	280	47%	15	5%	2	67%	6	86%
AFRICAN AMERICAN	368	13%	110	6%	84	34%	119	20%	73	25%	0	0%	2	29%
FEMALE	258	9%	80	3%	57	30%	84	14%	57	23%	0	0%	0	0%
MALE	110	4%	80	3%	7	4%	35	6%	6	2%	0	0%	2	29%
ASIAN PACIFIC AMERICAN	198	7%	170	10%	10	5%	9	2%	7	2%	0	0%	0	0%
FEMALE	46	2%	22	1%	9	5%	8	1%	7	2%	0	0%	0	0%
MALE	150	5%	148	8%	1	1%	1	0%	0	0%	0	0%	0	0%
HISPANIC	71	3%	43	2%	7	4%	11	2%	9	3%	1	33%	0	0%
FEMALE	27	1%	7	0%	6	3%	4	1%	9	3%	1	33%	0	0%
MALE	44	2%	36	2%	1	1%	7	1%	0	0%	0	0%	0	0%
NATIVE AMERICAN	7	0%	3	0%	0	0%	3	1%	1	0%	0	0%	0	0%
FEMALE	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	5	0%	2	0%	0	0%	2	0%	1	0%	0	0%	0	0%
WHITE	2186	77%	1422	81%	110	58%	450	76%	197	69%	2	67%	5	71%
FEMALE	731	26%	226	13%	100	52%	215	36%	189	66%	0	0%	1	14%
MALE	1455	51%	1196	68%	10	5%	235	40%	8	3%	2	67%	4	57%

PATCOB Categories - FY 1999
as of 9/30/99

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2832	100%	1756	100%	200	100%	573	100%	291	100%	3	100%	9	100%
FEMALE	1055	37%	302	17%	178	89%	301	53%	273	94%	0	0%	1	11%
MALE	1777	63%	1454	83%	22	11%	272	47%	18	6%	3	100%	8	89%
<hr/>														
AFRICAN AMERICAN	366	13%	114	6%	72	36%	111	19%	66	23%	0	0%	3	33%
FEMALE	252	9%	90	3%	64	32%	78	14%	60	21%	0	0%	0	0%
MALE	114	4%	64	4%	8	4%	33	6%	6	2%	0	0%	3	33%
<hr/>														
ASIAN PACIFIC AMERICAN	196	7%	172	10%	7	4%	10	2%	7	2%	0	0%	0	0%
FEMALE	45	2%	23	1%	6	3%	9	2%	7	2%	0	0%	0	0%
MALE	151	5%	149	8%	1	1%	1	0%	0	0%	0	0%	0	0%
<hr/>														
HISPANIC	63	2%	38	2%	6	3%	10	2%	9	3%	1	33%	0	0%
FEMALE	23	1%	6	0%	4	2%	4	1%	9	3%	0	0%	0	0%
MALE	40	1%	32	2%	1	1%	6	1%	0	0%	1	33%	0	0%
<hr/>														
NATIVE AMERICAN	9	0%	3	0%	2	1%	2	0%	2	1%	0	0%	0	0%
FEMALE	4	0%	1	0%	2	1%	0	0%	1	0%	0	0%	0	0%
MALE	5	0%	2	0%	0	0%	2	0%	1	0%	0	0%	0	0%
<hr/>														
WHITE	2108	76%	1429	81%	114	57%	440	77%	207	71%	2	67%	6	67%
FEMALE	731	26%	222	13%	102	51%	210	37%	198	67%	0	0%	1	11%
MALE	1467	52%	1207	69%	12	6%	230	40%	11	4%	2	67%	5	56%